

Working Group on CAREER BENEFITS

Recommendations Concerning Pay for Various Types  
of Hazardous Duty

1. Pilots or crew members of air travel [REDACTED] should not receive extra pay for performing pilot or crew duties as such. However, pilots, including members and passengers who participate in aerial flight over areas which have been designated as hostile by the Director, Central Intelligence Agency, should receive extra compensation of \$50 for each trip. A similar amount should be paid to employees who enter such areas by any other means of transportation. In no case should employees receive extra compensation exceeding 50 per cent of base pay in any given month.

25X1C

2. Agency employees certified [REDACTED] should be compensated for hazardous duty in accordance with the military officers' schedule for such duty (\$100 per month), subject to the limitation that such payments will be for a minimum of, but not longer than three months' duration for trainees.

25X1C

25X1X4 3. [REDACTED] should not be compensated for by hazardous-duty pay. However, when employees enter hostile areas, designated as such by the DCI, as [REDACTED] they should be compensated for this duty under terms of paragraph 1, above. Also, no hazardous-duty pay should be made to employees during their [REDACTED] time.

25X1X4

25X1X4

25X1X4 4. Employees who engage in duty involving participation in [REDACTED] activities should receive hazardous-duty pay in the amount of \$50 for each calendar month of such an assignment.

25X1X4

25X1X4 5. Employees engaged in duty involving participation in [REDACTED] designated by the DCI should receive extra pay in the amount of \$50 per month.

25X1X4

25X1X4 6. Under appropriate regulations, individuals shall be entitled to receive incentive pay for the performance of hazardous duty involving [REDACTED] such duty when such duty is required by competent orders. The rates of pay are \$100 per month for officers and \$50 per month for enlisted personnel.

25X1X4

-2-

25X1X4

9. Certain hazardous-duty categories provided for by law have been eliminated from this list by the Working Group on the premise that position classification will compensate for these hazards.

10. Adequate administrative procedures should be established, which will assure proper qualification and certification of employees eligible for extra pay under various categories of hazardous duty.

11. It was the consensus that employees should receive extra pay on the basis of any combination of the above categories, except that in no case should the total extra pay for hazardous duty exceed 50 per cent of the employee's base salary.